

**Consideration for Change in Approval Status from Full with Warning to Full Approval  
 Clarendon College in Pampa, Texas  
 Vocational Nursing Education Program**

**Summary of Request:**

Consider a proposed change in the program approval status of the Clarendon College Vocational Nursing Education Program in Pampa, Texas, based upon review of the 2012 NCLEX-PN® examination pass rate, the 2012 Nursing Education Program Information Survey, compliance with Board Rule 214, and the report of the March 4, 2013 Survey Visit.

**Historical Perspective:**

- The Clarendon College Vocational Nursing (VN) Education Program in Pampa, Texas has been in operation since 1973. The program has extension campuses in Clarendon and Childress.
- The college is accredited by the Southern Association of Colleges and Schools.
- The NCLEX-PN® examination pass rates for the past seven (7) years are presented in the following table:

<b>Exam Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2012	Full with Warning	81.48%	44/54
2011	Full with Warning (April 2012 Board)	68.52%	37/54
2010	Full (April 2009 Board)	73.17%	30/41
2009	Full with Warning	87.50%	21/24
2008	Full with Warning (July 2008 Board)	88.57%	31/35
2007	Full	79.31%	23/29
2006	Full	68.00%	17/25

- The program's 2010 NCLEX-PN® examination pass rate is 73.17%; resultantly, the program director was required to submit a Self-Study Report to Board Staff to provide an internal examination of factors that may have contributed to graduates' performance on the licensure examination, as well as to identify proposed corrective actions.
- Although multiple corrective measures were implemented, the 2011 NCLEX-PN® examination pass rate is 68.52%.
- At the April 2012 Board meeting, the approval status of the program was changed from Full to Full with Warning based upon an NCLEX examination pass rate below 80% for two (2) consecutive years.
- Kory Dunn, RN, was reappointed as director of the VN program in July 2012. Ms. Dunn previously served as program director from January 2010 until February 2012. She returned to the nursing administrator role from a faculty position in July 2012.

- The college administration, program director, and VN faculty members implemented a comprehensive plan for program improvement.
- The 2012 NCLEX-PN® pass rate is 81.48%.
- A survey visit to Clarendon College was conducted on March 4, 2012 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator (See Attachment #1).

**Pros and Cons:**

Pros:

- The program identified a comprehensive evaluation of factors that may have contributed to the lowered NCLEX-PN® pass rates.
- Corrective measures were timely instituted and evaluated.
- The 2012 NCLEX-PN® pass rate is 81.48%.

Cons:

- The program has demonstrated a pattern of inconsistent NCLEX-PN® pass rates.
- One part-time work-study student provides clerical support for the three (3) VN program sites.

**Staff Recommendation:**

Move to change the approval status of Clarendon College Vocational Nursing Education program in Pampa, Texas from Full with Warning to Full Approval status. Further, issue the recommendation indicated in the attached order (See Attachment #2).

### Survey Visit Summary Report

<b>Name of Nursing Program:</b>	Clarendon College Vocational Nursing Education Program Pampa, Texas
<b>Nursing Program Director:</b>	Kory Dunn, RN
<b>Reason for Survey Visit:</b>	Two (2) years of NCLEX pass rates below 80%
<b>Date of Survey Visit:</b>	March 4, 2013
<b>Survey Visitor:</b>	Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator
<b>Texas Board of Nursing Approval Status:</b>	Full with Warning
<b>Date of Last BON Survey Visit:</b>	October 2008
<b>Name of Accrediting/Licensing Agencies:</b>	Southern Association of Colleges and Schools Texas Workforce Commission

#### Summary of March 4, 2013 Survey Visit:

##### Board representative met with:

- Kory Dunn, RN, Vocational Nursing (VN) Education Program Director
- Raymond Jaramillo, Vice President of Off-Campus Affairs and Dean of Workforce Development
- Daniel Trejo, RN, VN Faculty Member
- Cassie Douglas, LVN, VN Faculty Member
- Twenty-one (21) Level I VN Students

##### Board representative:

- reviewed curriculum materials including all syllabi;
- reviewed faculty and student handbooks;
- reviewed clinical evaluation tools;
- reviewed student assignments and tests;
- reviewed clinical affiliation and preceptor agreements;
- reviewed records and files;
- reviewed Total Program Evaluation (TPE) plan and minutes;
- toured facilities housing the nursing program, including nursing offices, classrooms, and skills/simulation labs;
- toured the Pampa campus focusing on student services;
- reviewed photos of both the Clarendon and Childress campuses; and,
- conducted an exit interview with the program director and administration.

##### Summary of Findings:

###### Philosophy/Mission and Objectives/Outcomes

- The director and faculty have been engaged in integrating *The Differentiated Essential Competencies for Graduates of Texas Nursing Programs (DECs) (2010)* into all aspects of the curriculum.
- The TPE includes a plan for faculty to regularly review the program's philosophy and objectives.

###### Administration and Organization

- The organizational chart demonstrates lines of communication, responsibility, and authority within the nursing program and with college administration.

- Kory Dunn, RN, was re-appointed as director of the VN program in July 2012. She previously served as director from January 2010 until February 2012. She returned to the nursing administrator role from a faculty position in July 2012.
- Mr. Jaramillo reported the VN program is the college's largest program, adds value to the college, and fulfills a need in local communities and the surrounding geographic area.
- The VN program director and faculty voiced appreciation for the strong support they receive from Mr. Jaramillo.
- According to the director, VN graduates are respected in the community and obtain employment in area hospitals and clinics without difficulty.
- Ms. Dunn and Mr. Jaramillo detailed corrective actions that have been implemented to ensure program and student success, including:
  - Academic level support courses in Anatomy and Physiology (A&P) and Nutrition have replaced nursing A&P and Nutrition courses.
  - The VN director does not have major teaching responsibilities in the program which allows her to focus administrative duties and program improvement.
  - Established policies are strictly enforced, and include the discontinuance of group testing, open book testing, and retesting for grade determination.
  - The program has implemented the performance of test item analysis via par score after each examination and the minimum passing grade in all nursing courses has been changed from 76 to 78.
  - Standardized testing has been implemented for admission, progression, and graduation purposes.
- Mr. Jaramillo stated that formal, written articulation agreements are in place with Amarillo College and West Texas A&M University to facilitate VN graduates' seamless transition into a professional nursing education program.
- A goal for the future is to establish an associate degree nursing program.

#### Program of Study

- The 12-month VN program is designed to be completed in three (3) semesters.
- Nursing Education Program Information Summary (NEPIS) data indicates a total of 1560 contact hours in the program of study: 560 didactic; 0 computer lab; 96 skills lab; 0 simulation lab; and, 860 patient care clinical hours. However, according to the director, the program is currently using high-fidelity simulation in Level I to prepare students for clinical learning experiences.
- The program of study is well-organized and includes all Board required content.
- The DEC's have been fully incorporated into the curriculum.
- The curriculum is designed to ensure that students are competent in skills prior to entering the clinical setting.
- Intravenous (IV) therapy is taught in the second semester.
- The teaching model is based upon face-to-face instruction.

#### Faculty

- The VN instruction is carried out by three (3) full-time RN faculty members and four (4) part-time LVN faculty members.
- The faculty organization on each campus consists of a lead RN instructor and LVN instructors who assist in the skills laboratory and serve as clinical instructors.
- Faculty members meet Texas Board qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Three (3) faculty members are pursuing advanced degrees.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation.
- According to the VN director, faculty turnover rates are historically low, although three (3) faculty resignations occurred in 2012. Current faculty members have been employed from a period of six (6) months to four (4) years.
- The director reported that, due to competitive salaries, she has no difficulty recruiting and maintaining qualified faculty.
- No faculty vacancies exist in the program.
- Several faculty members teach on more than one (1) campus.
- The director identified faculty issues that contributed to past instability in the program: failure to adhere to established testing and grading policies; ineffective functioning as a team; ineffective communication; inconsistencies in classroom instruction; and ineffective teaching methods.

- The director reported that current faculty are a cohesive group who function well as a team, adhere to policies, are loyal to the program, and are committed to ensuring learner success. Interviews with faculty and students validated this statement.
- Two (2) VN faculty members were available for interview.
- Faculty stated that an extensive orientation takes place upon employment and includes assigned mentoring and observation of classroom and clinical instruction.
- Faculty cited standardized testing and high-fidelity simulation training as recent professional development offerings provided by the college.
- Additionally, funding and release time are provided for outside professional development opportunities. Faculty attend the annual Texas Association of Vocational Nurse Educators conference.
- Faculty demonstrated enthusiasm when discussing their teaching assignments and expressed excitement about helping students change their lives through higher education.
- Faculty stated that work loads are reasonable and expressed appreciation for the support they receive from one another, the VN director, and administration.
- Faculty communicate frequently and meet regularly at one of the campuses. Decision making is collaborative and minutes are maintained.
- All Board required policies are in place.

### Students

- According to the director, the program admitted eighty-nine (89) students at three (3) admission points (January, June, and August) during the 2012 academic year.
- Fifty-one (51) students are currently enrolled in the program. Forty-three (43) attend the Pampa campus and eight (8) students attend the Childress campus.
- As of January 2013, the VN program temporarily suspended classes at the Clarendon campus due to insufficient enrollment. Two (2) students who reside in Clarendon are attending the Pampa campus.
- Nineteen (19) students are scheduled to graduate in May 2013.
- The director reported that attrition rates in the VN program are historically less than 30%, and attributed recent increases in attrition to the enhanced rigor in the program.
- Twenty-one (21) Level I students were available for interview.
- Students positively discussed their experiences in the nursing program and, unanimously, cited faculty as being the high-light of the program.
- Students reported that the syllabi and methods of instruction are effective.
- Students expressed excitement about beginning their first clinical rotations following spring break.
- Several students articulated appreciation for the opportunity to attend a nursing education program, and for the opportunity to have a career that will ensure a better life for themselves and their families.
- Students are willing to drive vast geographic distances to attend the VN program. Several students reported living more than ninety (90) miles from the college.
- Students reported they have input into the program of study and agreed that the faculty, director, and administration are responsive to their feedback.
- Students indicated they received Board Petition for Declaratory Order and eligibility information upon enrolling in the program.
- The majority of students stated they plan to further their education to become registered nurses.
- Board Representative reviewed the student handbook and found that all Board required policies are included.

### Clinical Learning Experiences

- The program has active clinical affiliation agreements at many agencies, providing a wide variety of clinical experiences for the curriculum.
- All clinical learning experiences take place in hands-on, direct patient care settings.
- Clinical experiences are scheduled to match related didactic content in the classroom.
- The program has recently implemented the use of high-fidelity simulation to prepare students for clinical practice. Faculty are trained in the use of high-fidelity simulation, and students are oriented to the simulated learning environment.
- Faculty provide responsible supervision for all clinical experiences. Board required ratios are maintained.
- Preceptors are used primarily for the capstone role-transition course. Signed preceptor agreements and Board required preceptor policies are in place.
- The director reported that several clinical affiliates have offered to provide staff nurses as substitute clinical instructors in the event of an emergency requiring clinical back-up.

- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluation.

#### Facilities and Resources

- Board representative toured the Pampa campus and viewed photographs of the Clarendon and Childress campuses.
- A full array of services is offered at each campus.
- Ample computer resources are available at all locations and students have twenty-four (24) hour access to online library holdings from campus or home.
- All campus locations are well-maintained and provide ample parking.
- Facilities housing the nursing program offer a comfortable, positive learning environment and include modernly equipped classrooms and skills/simulation labs, fully furnished faculty offices and work areas, student and faculty break areas, and restrooms.
- The program has state-of-the-art high-fidelity simulation capabilities.
- Ms. Dunn has a large private office at the Pampa campus. Although she visits the extension sites weekly, she does not maintain an office at those locations.
- Locked program files are located in the director's office.
- The director indicated a need for additional clerical and secretarial support. Currently, one (1) student worker provides part-time clerical support to the VN program.

#### Records and Reports

- The program has an adequate TPE plan and it is used for decision-making.
- Minutes from faculty meetings indicate when decisions are made.
- Faculty and student files reviewed contained all Board required documents.

**DRAFT LETTER**

April 22, 2013

Kory Dunn RN, Director  
Vocational Nursing Education Program  
Clarendon College  
1601 W. Kentucky Ave.  
Pampa, Texas 79065

Dear Ms. Dunn:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing discussed the approval status of the Clarendon College Vocational Nursing Education Program based upon the NCLEX-PN® examination pass rate for 2012, review of the 2012 Nursing Education Program Information Survey, compliance with Board Rule 214, and the March 4, 2013 survey visit report.

Based upon the discussion and review of documents, it was the decision of the Board to change the approval status of the Clarendon College Vocational Nursing Education Program from Full with Warning to Full Approval and issue the recommendation in the Board Order.

A recommendation is a specific suggestion based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing. Please submit a written response to Board Staff no later than July 1, 2013.

If you have any questions or if we may be of assistance, please contact Board Staff at 512-305-7660.

Sincerely,

Kathy Shipp, MSN, RN, FNP  
President of the Board

Virginia D. Ayars, EdD, MS, RN  
Nursing Consultant for Education

copy: Southern Association of Colleges and Schools  
Texas Workforce Commission  
Clarendon College President

# BEFORE THE TEXAS BOARD OF NURSING

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**In the Matter of:**  
Clarendon College  
Vocational Nursing Education Program  
in Pampa, Texas

## ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 18, 2013, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Clarendon College Vocational Nursing Education Program in Pampa, Texas, based upon the NCLEX-PN® examination pass rate for 2012, review of the 2012 Nursing Education Program Information Survey, review of the March 4, 2013 survey visit, and compliance with Rule 214 pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214.

Board members in attendance were: Verna Kathleen Shipp, MSN, RN, FNP; Nina Almasy, MSN, RN; Deborah Hughes Bell, CLU, ChFC; Patti Clapp, BA; Tamara Cowen, MN, RN; Sheri Denise Crosby, JD, SPHR; Marilyn J. Davis, RN, BSN, MPA; Richard Robert Gibbs, LVN; Josefina Lujan, PhD, RN; Kathy Leader-Horn, LVN; Mary LeBeck, MSN, RN; and Beverly Jean Nutall, LVN.

After review and due consideration of the written materials filed by representatives from the Clarendon College Vocational Nursing Education Program in Pampa, Texas, the Board hereby CHANGES the approval status of the Clarendon College Vocational Nursing Education Program in Pampa, Texas, from FULL WITH WARNING to FULL and hereby issues the following recommendation:

1. Administration is encouraged to provide the vocational nursing program with additional clerical support.

Entered this 18<sup>th</sup> day of April, 2013.

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Verna Kathleen Shipp, MSN, RN, FNP  
President of the Board